

the largest increase, in some instances at least 100% increase in an annual salary. But before any more increase is to be allowed they must improve their professional standing, and this is just. Moreover, this is absolutely necessary in order to live this year within the provisions of the revaluation act and provide such an increase as will preserve the best teachers to the profession.

The maximum salary allowed for the best qualified teachers is \$1,200 a year, after four years' experience, or \$133.33 a month. This is about the salary of a good stenographer; and a good teacher, a graduate of a standard college, having four years' experience, should certainly draw as much as a good stenographer, or the best teachers will leave the profession. This, it seems, is as little as the State should be called upon to provide for this class of teachers who are in every way as good teachers as a rule as the nation affords. This salary schedule was worked out with the limitations of the revaluation act in mind. It was impossible to give every teacher this year a substantial raise. It was deemed advisable, therefore, to place the increase where it would give the greatest returns. The amount required to meet this schedule comes reasonably safe within the limitations of the revaluation act. The only uncertain element is the number of teachers who will raise the value of their certificates before the opening of school this fall. The effect of this schedule has had a tremendous influence on the teaching profession, as will be seen from the number of teachers who are attending school this summer.

EFFECT OF THE NEW SALARY SCHEDULE

The salary schedule for 1920-21 as outlined above and already published to the teachers of the State, has had a most far-reaching effect in three ways:

(1) It has enlightened patrons as to who are the best qualified teachers. Heretofore patrons had no way of determining when they were securing a well-qualified teacher, unless the reputation of the same was well known in the community. As a result of the classification of certificates a record of every teacher is filed in the office of the State Board of Examiners, and any patron can now learn the qualifications of any teacher in the State. Moreover, a district now cannot afford to employ a poorly prepared teacher and pay a salary higher than the certificate will justify since the State apportionment will be made on the basis of the certificate held. Patrons as a rule are now endeavoring to secure teachers with the higher certificates, and many will be disappointed since there are only about half enough of those holding the State certificate to supply the demand.

(2) It has given a purpose to teacher training and an incentive to teachers to improve their standing that the State has never known before. Every teacher in the State was given a brief statement of the relative value of all certificates and what would be required to raise her certificate from a lower to a higher class and several thousand teachers at once expressed a desire to return to school and improve themselves. This is the most remarkable showing, perhaps, in any State, and is a fine illustration of what the State may expect of its teachers when they feel that at last professional fitness is to be rewarded.

Many who hold the lowest certificate have already signified their intention not to teach next year, but to attend some high school or some normal school in order to prepare themselves to render better service, thus raising their certificate and securing a higher salary.

(3) It became necessary, as a result of this demand on the part of the teachers, for the State Board of Examiners to outline in detail and make provision for teacher training that would meet the State's needs and give the teachers an opportunity to improve their standing.